

Application Filing Results

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 769704

Description: KVOA JUNE 2006 AMENDMENT TO EEO REPORT
Application Reference Number: 20060601AAZ
Successfully filed at Jun 22 2006 8:03PM

Based on the information supplied, no fee is required.

[Menu](#)

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20060601AAZ
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee
KVOA COMMUNICATIONS, INC.

Mailing Address
P.O. BOX 5188

City TUCSON	State or Country (if foreign address) AZ	Zip Code 85703 -
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Telephone Number (include area code) 5207922270	E-Mail Address (if available)
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Facility ID Number 25735	Call Sign KVOA										
TYPE OF BROADCAST STATION: (if applicable)	<table border="0"> <tr> <td>Commercial Broadcast Station</td> <td>Noncommercial Broadcast Station</td> </tr> <tr> <td><input type="checkbox"/> Radio</td> <td><input type="checkbox"/> Educational Radio</td> </tr> <tr> <td><input checked="" type="checkbox"/> TV</td> <td><input type="checkbox"/> Educational TV</td> </tr> <tr> <td><input type="checkbox"/> Low Power TV</td> <td></td> </tr> <tr> <td><input type="checkbox"/> International</td> <td></td> </tr> </table>	Commercial Broadcast Station	Noncommercial Broadcast Station	<input type="checkbox"/> Radio	<input type="checkbox"/> Educational Radio	<input checked="" type="checkbox"/> TV	<input type="checkbox"/> Educational TV	<input type="checkbox"/> Low Power TV		<input type="checkbox"/> International	
Commercial Broadcast Station	Noncommercial Broadcast Station										
<input type="checkbox"/> Radio	<input type="checkbox"/> Educational Radio										
<input checked="" type="checkbox"/> TV	<input type="checkbox"/> Educational TV										
<input type="checkbox"/> Low Power TV											
<input type="checkbox"/> International											

Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KVOA	25735	<input type="checkbox"/> AM <input type="checkbox"/> FM <input checked="" type="checkbox"/> TV	TUCSON, AZ	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name KEVIN P. LATEK, ESQ.	Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800		
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

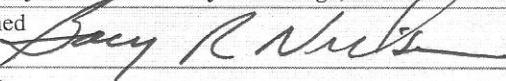
CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent GARY NIELSEN
Title PRESIDENT & GENERAL MANAGER	Telephone No. (include area code) 5207922270
Date 6.22.06	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is

Name KEVIN P. LATEK, ESQ.	Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800		
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

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Signed	Name of Respondent GARY NIELSEN
Title PRESIDENT & GENERAL MANAGER	Telephone No. (include area code) 5207922270
Date 6/22/2006	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: GARY NIELSEN	Title: PRESIDENT & GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: DISCRIMINATION COMPLAINT

PLEASE SEE ATTACHED

Attachment 1

Description

Summary of Discrimination Complaint

Exhibit 2

Description: EEO PUBLIC FILE REPORTS

THIS REPORT IS BEING AMENDED TO PROVIDE A REVISED 2006 EEO PUBLIC FILE REPORT. DUE TO AN INADVERTANT

<http://svartifoss2.fcc.gov/cgi-bin/ws.exe/prod/cdbs/forms/prod/cdbsmenu.htm?context=25&fo...> 6/22/2006 8:04:00 PM

ADMINISTRATIVE ERROR, A SINGLE FULL TIME POSITION FILLED DURING THE PERIOD COVERED BY THE REPORT WAS NOT INCLUDED IN THE PUBLIC FILE REPORT AS ORIGINALLY FILED. THIS REVISED REPORT ALSO CORRECTS SOME MINOR INTERNAL INCONSISTENCIES IN NUMBERS OF INTERVIEWS FROM SPECIFIC SOURCES. THE REVISED REPORT ATTACHED HERETO HAS BEEN POSTED TO THE STATION'S WEBSITE AND A COPY HAS BEEN PLACED IN THE STATION'S PUBLIC INSPECTION FILE.

Attachment 2

Description
2005 EEO Public File Report
2006 EEO Public File Report
<u>Revised 2006 EEO Public File Report</u>

Exhibit 3

Description: NARRATIVE STATEMENT

PLEASE SEE ATTACHED

Attachment 3

Description
EEO Narrative Statement

Exhibit 1

Summary of Complaint

On February 2, 2004, Ms. Janis Furlong filed a complaint with the Equal Employment Opportunity Commission (“EEOC”) (EEOC Charge No. 35A-2004-00162) against KVOA Communications, Inc. in which she alleged that she had been discriminated against on the basis of disability. On April 8, 2004, the EEOC issued a Dismissal and Notice of Rights, stating that it was “unable to conclude that the information obtained establish[ed] violations of the statutes.” No lawsuit was filed in the time allowed, and this matter is closed.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2004-May 31, 2005

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Producer	4/1/2004	6/7/2004	TV Jobs.com KVOA Website	3	1
2	Associate Producer	5/6/2004	6/7/2004	KVOA Intern Program KVOA Employee Referral	2	0
3	Sports Producer	6/1/2004	10/11/2004	KVOA Employee Referral TV Jobs.com KVOA.com	4	1
4	Brand Manager	7/9/2004	10/11/2004	Graham Newell Internet Site TV Jobs.com KVOA.com	1	0
5	Photographer	8/12/2004	10/14/2004	KVOA.com TV Jobs.com	1	0
6	Research Director	7/9/2004	11/18/2004	Spots N Dots Arizona Daily Star	5	1
7	Anchor	8/1/2004	12/1/2004	Personal Contact	1	1
8	Anchor/Weather	9/1/2004	12/2/2004	TV Jobs.com KVOA Employee Referral Agent	4	1
					1	0
					1	0

* Please see attached list of recruitment sources contacted for each open position.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

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FULL TIME POSITIONS

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9	Producer	7/26/2004	12/15/2004	KVOA Employee Referral Media Line		1	1
				TV Jobs.com		4	0
				KVOA.com		1	0
10	Account Manager	11/15/2004	1/3/2005	KVOA Employee Referral		2	1
11	Account Manager	11/15/2004	1/3/2005	KVOA Employee Referral		2	1
12	News Photographer	11/1/2004	2/14/2005	KVOA Sister Station - KOAA, Colorado Springs KVOA Employee TV Jobs.com		1 1 3	1 0 0
13	Producer	11/17/2004	2/21/2005	TV Jobs.com KVOA Website KVOA Employee		2 4 2	1 0 0
14	Wknd Meteorologist/Reporter	3/11/2005	5/12/2005	KVOA.com Talent Dynamics		2 1	1 0
15	Investigative Producer	3/17/2005	5/23/2005	KVOA.com		3	1
16	Associate Producer	4/1/2005	4/22/2005	KVOA Intern program		3	1

* Please see attached list of recruitment sources contacted for each open position.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2004-May 31, 2005

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17	Anchor/Reporter	3/29/2005	6/16/2005	TV Jobs.com Agent	2	1
				Talent Dynamics	1	0
				KVOA.com	0	0
18	Reporter	4/23/2005	5/23/2005	TV Jobs.com KVOA.com	3	1
					1	0

* Please see attached list of recruitment sources contacted for each open position.

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1	TVJOBS.com	n/a	26	NO
2	Tucson Women's Commission 240 North Court Avenue, Tucson, AZ 85701	Sandy Davenport	0	YES
3	U of A African American Student Affairs 1322 E. 1st Street Rm 209, Tucson, AZ 85719	Carlene Franklin	0	NO
4	Pima Community College 4905C E. Broadway, Tucson, AZ 85711	J. Litel	0	YES
5	Chicano/Hispanic Student Affairs Economics 23, P.O. Box 210023, Rm 217 Tucson, AZ 85721	Leona R. Puente	0	NO
6	Chicanos Por La Causa-Employment Specialist 200 North Stone, Tucson, AZ 85701	Lefty stdller	0	YES
7	NAACP 2160 N. 6th Avenue, Tucson, AZ 85705	Clarence Boykins	0	YES
8	National Association of Hispanic Journalists 1000 National Press Building 529 14 ST MW Washington DC 20045-2001	NAHJ Job Bank	0	YES
9	Tucson Newspapers	Classifieds	0	NO
10	Emanuel Grace Church 1440 Camino del Sierra, Tucson, AZ 85713	Minister Charles Watkins	0	NO
11	JournalismNext.com Dept of Economic Security 5441 E. 22nd Street, Tucson Az 85711	David J. Balderyama	0	NO YES
12	Fred G. Acosta Job Center 901 South Campbell, Tucson Az 85719	Sheri Kolossa	0	YES
13	KQTL 2955 E. Broadway, Tucson, AZ 85716	Richard Rocha	0	NO
14	Arizona Broadcasters Association Post on Internet--Careertpage.org	n/a	0	NO
15	Pascua Yaqui Tribe 7474 S. Camino de Oeste, Tucson, Az 85746	Carmen Thomas HR Director	0	NO
16	Tucson Advertising Federation Marketing@tucsonadfed.org	n/a	0	NO

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
17	AWRT--Tucson Chapter Email-- katrina@adwiz.com	Katrina@adwiz.com	0	NO
18	Tucson Urban League 2305 S. Park Avenue, Tucson, AZ 85713	Donna Bakerx	0	YES
19	Native American Resources Employment & Training UofA Nugent Bldg. #202, Tucson, AZ 85721	n/a	0	NO
20	Job Assistance Center--Dept of the Army United States Army Intelligence, Fort Huachuca, AZ 85613	Angela Baker	0	YES
21	Tucson Indian Center P.O. Box 2307, Tucson, AZ 85702	Benny M. McCabe Employment Case Mgr Richard Fimbres	0	YES
22	LULAC P.O. Box 2443, Tucson, AZ 85702		0	NO
23	Access Tucson 124 E. Broadway, Tucson, AZ 85701	Sam Barron	0	NO
24	Tohono O'odham Nation P.O. Box 837, Sells, AZ 85634	Judy Burgard HR Manager	0	NO
25	Jackson Employment Center 300 E. 26th, Tucson, AZ 85713	n/a	0	NO
26	KVOA Website	Linda Tremelling	17	NO
27	Cordillera Communications Website	Linda Tremelling n/a	0	NO
28	Jobs Latino-- joblatino.com	joblatino.com	0	NO
29	Community Outreach Program for the Deaf 268 W. Adams Street Tucson, AZ 85705	Angie Carrillo	0	YES
30	P.H.A.S.E. 1230 North Park Avenue. #209, Tucson, AZ 85705	Bonnie Garrison	0	YES
31	Tucson Black Chamber of Commerce 1690 North Stone, Tucson, A 85705	Shirley Hockett	0	YES
32	Organization of Chinese Americans 1001 Connecticut Ave. NW ste 707 Washington, D.C. 20036	Keith	0	NO
33	Tucson Hispanic Chamber of Commerce 823 E. Speedway, Tucson, AZ 85719	Marlene Shaw Office Administrator	0	NO

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
34	Goodwill Industries of Southern Arizona Inc. 1940 E. Silverlake #405, Tucson, AZ 85713	Mickie White Job Developer Edna M Gilliland	0	YES
35	D.E.S. Vocational Rehabilitation 400 West Congress #420, Tucson, AZ 85701		0	YES
36	Pima County One Stop Career Center 825 E. Ft Lowell Road Tucson, AZ 85705	Mario Somaza	0	YES
37	Tetra Corporation 308 W. Glenn Street, Tucson, AZ 85705	Mary Lespron	0	YES
38	Thebackhaul.com	n/a	0	NO
39	Medialine.com	n/a	1	NO
40	Tvnnewz.com	n/a	0	NO
41	Emonline.com	n/a	0	NO
42	KXLF Television 1003 South Montana, Butte, Montana 59701	Pat Cooney General Manager	0	NO
43	KRTV Hwy 87-P.O. Box 2989, Great Falls, Montana 59404	Bill Preston General Manager	0	NO
44	KPAX P.O. Box 4827, Missoula, Montana 59801	Bob Hermes General Manager	0	NO
45	KOAA 2200 7th Avenue, Pueblo, Colorado 81003	Evie Hudson Business Manager	0	NO
46	KATC P.O. Box 63333, Lafayette, LA 70506	Kathy Schexnayder Business Manager	0	NO
47	KTVQ Box 2557, Billings, Montana 59103	Monty Wallis General Manager	0	NO
48	KRIS-TV 409 Staples Street, Corpus Christi, Texas 78401	Frank Smith General Manager	0	NO
49	WLEX-TV P.O. Box 1457, Lexington, KY 40591	Sandy Byron Business Manager	0	NO
50	Gospel Rescue Mission 312 West 28th Street, Tucson, AZ 85713	Jenny Coverdale	0	YES

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
51	U of A Wildcat Newspaper 615 N. Park Ave., Rm. 101, U of A, Tucson, AZ 85721-0087	Classifieds 520.621.3425	0	NO
52	KVOA Internship Program P.O. Box 5188, Tucson, AZ 85703-0188	Ryan Morris	7	
53	KVOA Referral	n/a	8	
54	Internal Promotion	n/a	1	
55	Arizona Daily Star	Classifieds 1-800-677-3554	1	
56	Spots 'N Dots		5	
57	Graham Newell 6839 Charter Hills Rd., Charlotte, NC 28277	888-884-2630 704-543-17426	3	
58	Agent	n/a	2	
59	KVOA Sister Station (KOAA) 2200 7th Avenue, Pueblo, Colorado 81003	Evie Hudson Business Manager	1	
60	KVOA Employee	n/a	2	
61	Talent Dynamics 600 E. Los Colinas Blvd. Suite 100, Irving, TX 75039	Lou Michaels	4	
62	Personal Contact	n/a	2	

KVOA COMMUNICATIONS INC.

LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2004-MAY 31, 2005

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/2003-ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcast-ing for credit hours	Lisa Contreras-News Director Matt Hamada- Intern Coordinator
2	10/6/2004	Job Fair	Participated in Pima Community College job fair	Recruited applicants for Morning Weatherman, producer, photog rapher, Research Director & Part-time Editor	Linda Tremelling-Business Mgr Lisa Contreras-News Director Dave Kerrigan-Operations Mgr Dottie Diaz-Traffic Mgr Ralph Turk-Chief Engineer
3	10/23/2004	Kids Workshop	Conducted workshop for Bare Essentials Annual Workshop	Conduct workshop for 240 kids to learn news reporting Detail agenda on file	Brad Stone-Assistant News Director Patty Weiss--Anchor other News personnel
4	7/24/2004	Middle Management Job Listing	Spots N Dots, AWRT.	Placed ads and interviews prospective applicants for middle management positions in station	Ed Ortelli--GSM/Station Mgr Linda Tremelling/Business MGR
5	2/23/2005	Job Fair	Participated in the Tucson Indian Center Job Fair.	Recruited applicants for two producer positions and reporter/ anchor. Talked with attendees about careers in broadcasting	Linda Tremelling/Business MGR
6	3/30/2005	Job Fair	Participated in Pima Community College job fair	Recruited Applicants for News Producer, Photog, Topical News Producer, Weekend Weather/ Reporter, Editor & Production Assistant	Linda Tremelling/Business Mgr Evan Pappas-LSM Lynn Jeffries-NSM Dottie Diaz-Traffic Mgr
7	5/25/2005	Job Fair	Participated In Tucson Urban League Job Fair	Recruited Applicants for Account Executive Position	Linda Tremelling/Business Mgr

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2005-May 31, 2006

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Producer	6/7/2005	10/3/2005	Referred by KVOA employee TV Jobs. Com KVOA.com Local Tucson Tv station Other Profession jobsite	1	1
2	Producer	8/1/2005	8/31/2005	U of A Internship Program TV Jobs.com Other Referral	2	1
3	Traffic Assistant	10/15/2005	11/14/2005	AZ Daily Star KVOA Website	4	0
4	News Director	10/20/2005	11/14/2005	Talent Dynamics	3	1
5	PT Editor	10/4/2005	11/21/2005	KVOA.com Internship program	1	1
6	Reporter	10/5/2005	1/3/2006	Employee Referrals Internet Websites	5	1
7	Payroll Clerk	11/11/2005	12/15/2005	Employee ReHire	4	0
8	Writer/Producer	9/1/2005	12/17/2005	KVOA.com Referral	2	1
					1	0

* Please see attached list of Recruitment Sources contacted for each open position.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2005-May 31, 2006

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)		NUMBER INTERVIEWED	NUMBER HIRED
				INTERNET	EMPLOYEE REFERRALS		
9	PT Editor	12/15/2005	12/18/2005	Internship Program		1	1
10	Photographer	7/27/2005	12/27/2005	TV Jobs.com		8	1
11	Sports Producer	12/17/2005	1/3/2006	Temporary Employee		1	1
12	Reporter	10/5/2005	12/27/2005	Employee Referrals Internet Websites		5 4	1 0
13	Internet Sales Director	8/17/2005	1/3/2006	KVOA.Com		3	1
14	Account Executive	4/21/2005	1/3/2006	KVOA.Com Personnel referrals		3 5	1 0
15	Account Executive	11/23/2005	1/3/2006	Kvoa.com Personnel Referral		4 1	1 0
16	Reporter	10/5/2005	1/13/2006	Employee Referrals Internet Websites		5 4	1 0
17	Producer	1/4/2006	2/15/2006	Talent Dynamics KVOA Website Employee Referral TV Jobs.com		4 2 4 2	1 0 0 0

* Please see attached list of Recruitment Sources contacted for each open position.

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TUCSON, AZ

June 1, 2005-May 31, 2006

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
						1
18	A/R Clerk	1/16/2006	2/27/2006	KVOA Website	1	1
19	PT Graphic Artist	1/24/2006	3/6/2006	KVOA Website	2	0
20	MC Operator	1/9/2006	3/21/2006	KVOA Website	3	1
21	PT Production Asst.	3/1/2006	3/13/2006	KVOA Website	5	1
22	Production Asst	3/6/2006	3/20/2006	KVOA Website	1	1
23	Morning Weather	1/13/2006	3/20/2006	Talent Dynamics Employee Referral	2	1
				Temporary Employee Agent Referral	1	0
24	PT Production Asst.	3/1/2006	4/18/2006	Pima Community College	2	1
25	PT Studio Prod Asst.	3/1/2006	4/20/2006	University of Arizona	1	1
26	Executive Producer	1/13/2006	5/22/2006	Employee Referral KVOA Employees TV Jobs. Com KVOA.com	4	1
					2	0
					2	0
					1	0

* Please see attached list of Recruitment Sources contacted for each open position.

KVOA COMMUNICATIONS INC.
LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2005- MAY 31, 2006

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/2003-ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involve in writing, producing and editorial process	Lisa Contreras-News Director News Producers-Intern Cord.
2	9/29/2005	Job Fair	Participated in Pima Community College job fair	Recruited applicants for News Producer, Photog, Research Director; A/E, Internet Sales Director, Topical Producer, Senior Promotions Producer	Linda Tremelling-Business Mgr Jeff Green-LSM; Cathie Battie Assignment Editor; Paul Hanke-Chief Photog, Dave Kerrigan-Operations Manager; Lynn Jeffries-NSM
3	10/17/2005	Career Day	Mentored students on Broadcast Careers	Spoke to college students about Art Careers(i.e: Computer graphics, graphic Technology) See file for detailed report	Yolanda Deleon--Art Director
4	10/22/2005	Bear Essential News for Kids Workshop	Kids Mentoring program	KVOA hosts a weekend workshop in our studio for over 250 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports which air on KVOA every week. This year over half the kids were minorities from schools throughout the metro area.	Lacee Collins-Sports and Producer Jennifer Reardon-Wknd Anchor Gary Nielsen-Pres/GM Ray Montano-Director Kevin Yockey-Studio Asst
5	3/29/2006	Job Fair	Participated in Pima Community College Job Fair	Recruited applicants for Executive producer, Producer, A/E, PT Audio and PT Prod. Assistant	Linda Tremelling-Business Mgr Dave Kerrigan-Operations Mgr
6	4/5/2006	Career Fair	U of A Spring Career Days Job Fair	Recruited applicants for Executive producer, Senior Producer, A/E, PT Audio and PT Prod. Assistant	Linda Tremelling-Business Mgr Jeff Green-Local Sales Mgr
7	4/17/2005	Career Fair	Sponsored KVOA Career Fair at Scottsdale Community College	Recruited Applicants for A/E, Traffic Assistant PT Audio, and PT Prod Assist. and Promotion Producer	Gary Nielsen-General Manager Kathleen Choal-News Director

KVOA COMMUNICATIONS INC.
 LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2005- MAY 31, 2006

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
8	5/25/2006	Career Fair	Sponsored Career Fair with Tucson Urban League, Comcast and AOL	Recruited applicants for Senior Writer/Producer, Topical Writer/Producer, (2) PT Editors, News Reporter, News Photographer, and News Producer	Linda Tremelling-Business Mgr Yvette Perez-Director of Mkg & Comm Kathleen Choal-News Director Dave Kerrigan-Operations Manager

Recruitment Sources	Contact	Entitled to Notification	Interviewed
E-Mail			
Tucson Women's Commission 240 N Court Ave Tucson AZ 85701	Sandy Davenport FAX: 624-5599 TEL: 624-8318 PCTWC@MINDSPRING.COM	YES	0
Chicanos Por La Causa- Employment Specialist 200 N Stone Ave Tucson AZ 85701	Christine Abeyta FAX : 884-9007 TEL: 882-0018 EXT#279 Christine.abey@cplc.org	YES	0
NAACP Tucson Branch 2160 N 6TH Ave Tucson AZ 85705	Clarence Boykins TEL: 622-8277 CLARENCE540@aol.com	YES	0
Tucson Urban League 2305 S Park Ave Tucson AZ 85713	Donna Bakerx FAX: 623-9364 TEL: 791-9522 dbakerx@csd.pima.gov	YES	0
Tucson Indian Center 705 N Main Ave Tucson AZ 85705	Benny M McCabe FAX: 884-0240 TEL: 884-7131 Benmccabe@hotmail.com	YES	0
National Association of Hispanic Journalists 1000 National Press Blvd 529 14st NW Washington DC 20045-2001	NAHJ Job Bank TEL: 202-662-7168 FAX: 202-662-7144 Jobbank@nahj.org	YES	0
Family Support Center 3500 S.Craycroft Rd. Bldg. 3210 Davis-Monthan AFB, AZ 85707	Tom E. Rearden, MA, CFLE TEL: 228-5690 FAX: 228-5622 Tommie.Rearden@dm.af.mil	YES	0

Recruitment Sources	Contact	Entitled to Notification	Interviewed
Mail			
D.E.S. Vocational Rehabilitation 400 W Congress #420 Tucson AZ 85701	Edna M Gilliland Tel: 628-6810	YES	0
Fred G Acosta Job Center 901 S Campbell Ave Tucson AZ 85719	Sheri Kolossa Tel: 792-3015	YES	0
Goodwill Industries of So Arizona Inc. 1940 W Silverlake #405 Tucson AZ 85713	Mickie White Tel: 623-5174	YES	0
Tetra Corporation PO Box 50544 Tucson AZ 85703	Mary Lespron Tel: 622-4874 ext 130	YES	0
Tucson Black Chamber of Commerce 1630 N Stone Ave Tucson AZ 85705	Shirley Hockett	YES	0
Community Outreach Prog for the Deaf & Blind 268 W Adams St Tucson AZ 85705	Jane Kiser-Schmidt	YES	0

Recruitment Sources	Contact	Entitled to Notification	Interviewed
Fax			
Dept of Economic Security 5441 E 22nd St Tucson AZ 85711	David J Balderyama FAX: 584-9567 Tel: 584-8172	YES	0
Gospel Rescue Mission 312 W 28th St Tucson, Az 85713	Jenny Coverdale FAX: 622-5880 Tel: 622-3495	YES	0
Pima Community College 4905 C E Broadway Blvd Tucson AZ 85711	Mary Holmes FAX: 206-4566 Tel: 206-4596	YES	2
Pima County One Stop Career Center Tucson Az 85705	Mario Somaza FAX: 798-0599 Tel: 798-0500	YES	0
P.H.A.S.E 1230 n Park Ave #209 Tucson Az 85705	Bonnie Garrison FAX: 621-5008 Tel: 621-3902	YES	0
ACAP Job Assistance Center-Dept of the Army United States Army Intelligence Fort Huachuca AZ 85613	Angela Baker FAX: 520-533-7059 Tel: 520-533-5764	YES	0

Recruitment Sources	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-Mail			
AWRT--Tucson Chapter katrina@adwiz.com Tucson Advertising Federation membership@tucsonadfed.org	katrina@adwiz.com membership@tucsonadfed.org	NO NO	0 0
Mail			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson AZ 85721	Leona R. Puente		
LULAC PO Box 2443 Tucson AZ 85702	Richard Firmres	NO	0
Access Tucson 124 E Broadway Blvd Tucson AZ 85701	Sam Barron		
Tohono O'adham Nation PO Box 837 Sells AZ 85634	Judy Burgard	NO	0
Jackson Employment Center 300 E 26th St Tucson AZ 85713	n/a	NO	0
KQTL 2955 E Broadway Blvd Tucson AZ 85716	Richard Rocha	NO	0
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Az 85746	Carmen Thomas HR Director	NO	0
Emanual Grace Church 1440 Camino del Sierra Tucson Az 85713	Minster Charles Watkins	NO	0
Native American Student Affairs Old Main Bldg. Rm. #111 Tucson Az 85721	n/a	NO	0

Recruitment Sources-Sister Stations

Fax	Contact	Interviewed
KVOA BOX 5188 TUCSON, AZ 85710	Linda Tremelling Business Manager	1
KXLF 1003 S Montana Butte MT 59701	Pat Cooney General Manager FAX: 406-782-8906 Tel: 406-496-8400	0
KRTV Hwy 87 PO Box 2989 Great Falls MO 59404	Bill Preston General Manager FAX: 406-791-5479 Tel: 406-453-2431	0
KPAX PO Box 4827 Missoula MT 59801	Bob Hermes General Manager FAX: 406-543-7111 Tel: 406-543-7106	0
KTVQ Box 2557 Billings MT 59103	Monty Wallis General Manager FAX: 406-252-9938 Tel: 406-252-5611	0
KOAA 2200 7TH Ave Pueblo CO 81003	Evie Hudson Business Manager FAX: 719-295-6685 Tel: 719-544-5781	0
KATC PO Box 63333 Layfayette LA 70506	Kathy Schexnayder Business Manager FAX: 337-235-9363 Tel: 337-235-3333	0
KRIS 409 Staples St Corpus Christi TX 78401	Frank Smith General Manager FAX: 361-887-6666 Tel: 361-886-6100	0
WLEX PO Box 1457 Lexington KY 40591	Sandy Byron Business Manager FAX: 859-254-1272 Tel: 859-226-7600	0
KSBY 1772 Calle Joaquin San Luis Obispo CA 93405	Kathy Yeakel Business Manager FAX: 805-541-5142 Tel: 805-541-6666	0

RECRUITMENT SOURCES

RECRUITMENT SOURCES

INTERVIEWED

KVOA.COM	29
Cordillera.tv/admin	0
Careerpage.org	0
TVJOBS.com	14
WWW.medialine.com	0
WWW.CAREER.ARIZONA.EDU	0
Spots 'N Dots	0
EMPLOYEE REFERRALS	34
LOCAL TUCSON STATION	1
ARIZONA DAILY STAR	4
U OF A INTERNSHIP PROGRAM	4
OTHER REFERRAL	2
TALENT DYNAMICS	9
GRAEME NEWELL'S	0
PROMAX.ORG	0
Other Profession Jobsite	1
Internet Websites	14
Promotion within Station	0
Pima Community College	2
University of Arizona	1
Employee Rehire	1
Temp Employee	2
Agent Referral	2